



# THE ROUND

## Welcome - Brian Arrington, Founder/President

VETS2INDUSTRY Family,

Welcome to your first Issue of the Vets2Industry Foundation, Inc newsletter, designed to offer knowledge insights, resource information, helpful hints, thoughtful considerations, opportunities, recommendations, and much more as we grow to our large demographic, OUR VETS2INDUSTRY FAMILY, YOU, the ones reading this right now. You all are made up of currently serving Active Duty, Guard/Reserve members, transitioning/transitioned service members, retirees, military spouses of current and past service members, dependent children of all ages, Blue and Gold Star family members, caregivers, veteran advocates, Veteran Service Organizations, along with recruiters, business owners, and business professionals.

Personally, I hope you learn a tremendous amount from the content we pack in each newsletter which we will release each month. If you have ideas for content, or are even interested in providing content, feel free to email us at [Support@vets2industry.com](mailto:Support@vets2industry.com) and title your email "Newsletter."

Wish you all the best, and if you are a part of the current serving or transitioned/ and veteran community and their family members, and are currently seeking free resources to help you in your transition or with life needs/opportunities for careers, please ensure you go to your nationwide Free resource library at [www.VETS2INDUSTRY.COM](http://www.VETS2INDUSTRY.COM), and let us help you as well.

As Always:  
#How\_Can\_I\_Help #Pay\_It\_Forward

Brian Arrington, M.S.  
Founder/President  
Vets2Industry Foundation, Inc.  
EIN: 84-3849037

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### Stay Tuned For:

- Veteran Owned Business
- Veteran Rewind
- Volunteer Press
- V2I SWAG



## THE SPOTLIGHT - Rob Baunsgard

Welcome to the first edition of the "THE ROUND", our Vets2Industry Newsletter.

This newsletter is created and made by fellow Veterans and their families.

We have some exciting additions coming in the next few editions of the newsletter.

If you are a writer or have even thought about writing articles for a journal, book, newsletter, etc...please send us an email with

your writing to:

[support@vets2industry.com](mailto:support@vets2industry.com)

Vets2Industry is growing each and everyday, we are truly excited to be able to provide for our fellow Veterans and their families.

*"Interested in writing an article for the newsletter - send an email to [support@vets2industry.com](mailto:support@vets2industry.com)"*

### Information Interviews

Thanks, Brian. Informational interviewing is a great step to take.

Sometimes the concept gets introduced to people when they are job searching and is perceived by some as a sneaky way to job search.

PLEASE don't burn your bridges by trying to be sneaky with your job search and networking activities.

As Brian says, use informational interviewing to learn, connect, be forthright, support others and be supported. Be clear when asking for someone's time and use the time for the reasons you asked.

I appreciate you sharing this.

## FOUNDERS MINUTE - Brian Arrington

### Informational Interviews - Article dated 2018

I've had LinkedIn for approximately 6 years, but only in the last month have I become actively engaged through posting content associated with my goals, successes, concerns, and sharing content posted by others. This led to a 269% increase in my network in just 1 month (100 to 369 connections). Most of these have been initiated by recruiters and movers/shakers in the LinkedIn and business community.

When I first became active on LinkedIn, my first mentor was Tom Cal and he persisted in me learning about the 2-hour Job Search and what an informational interview was/how to properly execute one. To be honest, my initial reaction was one of skepticism. I believed he was just pedaling a book for his friend's financial gain. Well he sent me a short video interview that the author Steve Dalton gave, and it peaked my curiosity. 10 dollars later, with the book in hand, my career search took on a whole different level of success. The video can be seen here: [Steve Dalton Interview](#)

I've been using the informational interviews almost every day and with multiple people! I've used it to find out about differing career choices in the marketing space, learning about the benefits of a Syracuse University Whitman School of Management MBA (which I was just accepted into!! Sorry shameless pat on the back). The informational interview has also enabled me to discuss with alumni, opportunities in the Atlanta area and I've gained many quality mentors out of it, namely Jarod Myers, MBA; Chaunte Myers, MPA; and Leslie Coffey, MBA.

A key takeaway is that an informational interview is not a job pitch! Do not use it to ask for a job, discuss interest in that person's firm, or try to bulldoze the person to champion your case to employers. If you do the informational interview correctly by showing true interest in the subject area they are an expert in, and discuss ways you can leverage their knowledge to advance your understanding of processes/careers...you will gain super boosters without even knowing. Remember it's not about making mentors out of each connection...it's about making quality mentors and if fortunate enough, a SUPER BOOSTER!

# NETWORKING WEBINAR

• LEARN THE SKILLS NEEDED TO EFFECTIVELY CREATE & MAINTAIN A PROFESSIONAL NETWORK!

• **CO-HOSTS:**

- BRIAN ARRINGTON-VETS2INDUSTRY FOUNDER
- GUS "THE NETWORKING GUY" LAWSON-VET2INDUSTRY, NETWORKING CHAIR
- CHARLES LIVINGS-STILL SERVING VETERANS REGIONAL DIRECTOR OF CHATTAHOOCHEE VALLEY

## AUGUST 7, 2020

- 6:00 PM - 7:30 PM (1800-1930) EST
- ZOOM INVITATIONS AND REMINDERS WILL BE SENT PRIOR TO EVENT
- PLEASE REGISTER AT [HTTPS://BIT.LY/SSVALLWKSP](https://bit.ly/ssvallwksp)



[WWW.VETS2INDUSTRY.COM](http://WWW.VETS2INDUSTRY.COM)  
[WWW.SSV.ORG](http://WWW.SSV.ORG)

## UPCOMING EVENTS

*August 7, 2020 (6:00 PM - 7:30 PM)- Networking Webinar*

*August 22, 2020 (2:00 PM - 7:00 PM) - "Come and Go as you Please" 7th VETS2INDUSTRY Virtual Networking Circuit Event*

## VETS 2 INDUSTRY VIRTUAL NETWORKING CIRCUIT

**Saturday, Aug 22nd**  
2pm – 7pm EDT  
(Come and GO as you please)



FREE Registration/Pre-surveys on  
[www.eventbrite.com](http://www.eventbrite.com)  
Type VETS2INDUSTRY



MENTORSHIP - Bruce Thompson

### Is mentorship important? Who needs a mentor? Where can I find a mentor?

Everyone needs a mentor. No matter where you are in your life, what your position is, we can always grow from the wisdom and insights of others. Those planning for or in transition from the military to post-service can get information, insights, resources, network, and more by finding a mentor or multiple mentors. Who better to ask questions, than to someone who has been in your situation and made the transition themselves?

Great news! Veterans helping Veterans is a real thing! There are many that have made the transition and are now in a position to give back. Although, there are a multitude of resources available to find mentorship services, I will focus on two.

**American Corporate Partners (ACP)** – this is a free year-long mentorship program. It matches those in transition with mentors (veterans & non-veterans) within the industry that is of interest to the transitioning member. They can get in-

dustry insights, connections, and answers from someone that does this for a living at a high level. Typically, the mentor works for one of the Fortune 500 organizations. This is perfect for those looking to move right into the corporate world post-service. You can find more information on ACP here, <https://www.acp-usa.org/>

**Veterati** – this is a free mentorship website built by Vets for Vets (All military, veterans, and their spouses are able to sign up). The best part of Veterati is that you can select your mentor (s). Once you find someone that is a high match percentage, in your industry of choice, or you simply want to talk to, you request a session. Each session is a 1-hour phone call allowing you to ask questions, get advice, work through transition issues, grow your network, and much more.

There is no commitment to speak with the same mentor after a session. You can also have multiple mentors. For more information on Veterati, go to <https://www.veterati.com>

During my transition, I used both mentorship programs. They provided valuable information and assisted me in creating an action plan. I highly recommend taking advantage of one or both of

## PARTNERSHIP HIGHLIGHTS

Andrew Vernon & Associates bringing service to veterans into the 21st century, we are a nonprofit dedicated to serving those who serve our country. We unite veterans, their families, organizations, academic institutions, and communities across the United States. We offer an individualized, stress-free experience. Our diverse and accomplished team is happy to assist veterans and families with veteran advocacy, education programs, and writing services, plus targeted initiatives for uniting communities, connecting veterans, and small business development. We recognize that throughout our

nation and local communities, there are numerous organizations benefiting veterans. access to the things that matter most to them.



*One of our proud partners adding to the capabilities of V2I.*  
<https://avernonassociates.org/>

## FINANCIAL PEACE

It's a sad fact – according to the latest studies, Americans are lagging many other industrialized countries when it comes to financial literacy. We are ranked 16th in the world, a startling fact considering the amount of wealth, power, and influence we possess on the worldly stage.

Unfortunately, veterans, especially those of us who entered the military right after high school and were discharged while we were still young, are at more of a disadvantage than our civilian counterparts. There are many reasons given for this, but the only solution that we can control directly is to make sure we educate ourselves...

Follow the link below to read the rest of the article:

<https://vets2industry.com/2019/12/americans-are-ranked-16th-in-the-world-in-financial-literacy/>





## VETERAN SUCCESS - Edward Ballard

Recently I have had the pleasure of a few conversations with Tim Kramps, PMP. Tim recently transitioned from a being senior officer in the Army to a fantastic position working with one of the top multinational corporations in the aerospace industry. I had the opportunity to ask Tim a few questions about his transition.

The first thing I asked Tim was to name something he thought was key to his transition. His answer: “Properly marketing myself.” Great answer! What does that mean? Tim went on to explain that he had to see himself as a product that he was selling to a potential employer. He talked about understanding what employers need and marketing yourself to meet those needs. Tim stated that doing this was a key factor in his transition.

Next, I asked him what veteran service organization

them.

Bruce Thompson is a Veteran Advocate, Marine Corps Veteran, and Vets2Industry Facilitator.

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*“START EARLY!”*  
*“I believe the sooner veterans can network...  
the better”*

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(VSO) he found particularly useful during transition. He mentioned Hiring Our Heroes as one organization that was extremely useful. In particular, he found the corporate fellowship offered by Hiring Our Heroes through the DoD SkillBridge program particularly useful. “To me, nothing compares to a personal experience to actively learn,” said Tim. Utilizing the Hiring Our Heroes corporate fellowship gave Tim the opportunity to learn more about the aerospace industry and to establish a presence in the industry, which ultimately played a huge part in him acquiring his current job.

I asked Tim about his thoughts on the importance of networking. “I’m always impressed when other transitioning service members already start reaching out...a year out from separating,” he said. He noted that networking can

take place in many ways, including job fairs, informational interviews, and networking events. He also mentioned that networking can take place virtually, and in the COVID-19 era this has become the way to network. Either way, Tim believes the sooner one starts networking, the better the transition outcome will be.

Finally, I asked Tim what the one piece of advice he would give to other service members about the transition process. His response: “START EARLY!” He went on to say that service members need to be engaged in their transitions and work toward maximum exposure prior to separation. Of course, this again highlights the importance of networking. “I believe the sooner veterans can network...the better,” Tim said, adding that service mem-



bers should start “preferably one year out from military service separation.”

To conclude, I want to thank Tim for taking his time to answer these questions. Military transition is a difficult process. But as Tim pointed out, learning how to market yourself, finding the right VSO (or set of VSOs), and networking early in your transition are crucial to success!

## VETERAN SUCCESS - Chris Galvan

### ***What does Vets2Industry Mean to Me?***

The concept of transitioning from the military when this is all you have been doing for 20 years is a daunting task. To think we are going into uncharted waters brings on a flood of emotions. As we begin the wargaming for our exit, we eventually go down rabbit holes and feel overwhelmed. I don't know if this has happened to anybody, but for me personally, I felt this rollercoaster of emotions. I started attending transition classes (very late in the transition) and realized there was a lot groundwork I needed to get ahead on.



*“As we begin the wargaming for our exit, we eventually go down rabbit holes and feel overwhelmed.”*

Vets2Industry is a non-profit with a great group of dedicated professionals that are supporting something bigger than themselves. Servant leaders willing to provide the tools and the people to teach these tools to transitioning veterans for FREE!

Sign-up, show up and network, that simple. The connections are there for the taking and the work is there for you to do after the connections are made. This is a perfect opportunity to reach out meet with like-minded veterans just trying to get to the finish line.

Vets2Industry provides a path to build confidence to navigate the private sector. How to brand and sell yourselves, even if it is with fellow veterans or with recruiters, we get the opportunity to fine tune the elevator speech.

The best thing, we get to build a network and create the momentum to pay it forward to our fellow veterans that will come behind us. We get to cheer each other on as we land success and we get to build connections when the lifeline is used to ask for help.

I have witnessed first-hand the “tags” to assist the V2I alumni out. Although I probably won't start a non-profit, and I haven't landed success yet, I get to help the V2I behind the scenes by singing their praises to my group of people not yet on LinkedIn!

-Chris Galvan, United States Marine Corps - 2000-2020 (Retired)

## WOMEN'S DEDICATION - Lakeydra Houston

Joining the military was a big decision. I had an opportunity to continue playing collegiate volleyball however I needed some discipline and wasn't sure how I was going to pay for my second semester.

I knew I needed something different and had a desire to become better than what was around me. I heard about the Air Force being woman friendly, they can pay for me to go to college plus I can travel for free. Sign me up! I didn't know at the time that my life would change less than a year in.

Everyone was very friendly and I felt like I had family away from home. While I was getting ready to learn about the base I was sexually assaulted by a leader and I kept trying to understand if this really happened or did I cause it or what. I was so



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*"I knew I couldn't go on like this, I was lost, I was hurt."*

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lost and confused, because I was told our leaders protect and guide us. That wasn't the case. Others around me knew of his issues with touching young female Airmen and no one seemed to care, but hearing if I said something I would lose everything made me feel so alone.

Now my life was partying and drinking trying to cope with it all. I ended up pregnant and married which I wasn't ready for. I knew I couldn't go on like this, I was lost, I was hurt. My husband didn't understand and made things worse so I had to leave him and my son stayed with my grandparents.

I was stationed overseas and for years my life was a party. I just wanted to have fun and not think about it. Suicidal thoughts started creeping in and I was thinking I was crazy, but the relief of not hurting anymore was what I wanted.

Before I could pull the trigger my partner grabbed the gun and calmed me down in the moment. He brought up me being a mom, but honestly I didn't care. I was thinking of a way to do it again where no one could stop me.

The following day, work was so different and I had someone who cared enough to sit me down. He didn't know about my attempt, but knew something was off. Tears poured down my face as I'm thinking I don't really know this man and will he do the same thing to me. He was a supervisor in the building that had a presence which made you comfortable for some reason. He left the door open and talked to me from across his desk.

That day I knew someone cared and would listen. I started seeking help from outside the military so I would not get discharged. I wasn't ready to give up the uniform plus I started to

understand the value of life. Dealing with sexual assault is a daily battle that will get better the more you understand your triggers. Things happen within our life that we don't understand, but if you have someone who cares without judgement and a support system, it makes a difference.

## WOMEN'S DEDICATION - Dr. Destinee Prete

Women Service Members to Women Veterans - the "nontraditional transition"

Written by: Dr. Destinee Prete

Let me take you back to the year 2012.

A female service member, pregnant, in her maternity uniform, transition paperwork in-hand, walks up to the last desk at the base clearing station. She hands the paperwork to the desk clerk. The young man picks up the papers, looks at the pregnant service member's rank, looks down at her belly



*"For years that comment from that desk clerk stuck with me."*

and says - "Thanks Captain Prete. Seems to me you won't be needing that resume class or federal hiring class anytime soon. Seems like all you women around here are using THAT (makes big eyes at my belly) excuse to leave the Army. Good luck."

That was my official goodbye to the military.

For years that comment from that desk clerk stuck with me. For years I wondered if this is how it was viewed from others who knew me... or were like me... those other women in uniform who transitioned earlier than expected due to family planning or caregiving obligations? Did others see this as an 'excuse' to leave the service?

Fast forward seven years later.

I was a doctoral student, interviewing women veteran participants for my dissertation, which was on the Post-9/11 female veteran workforce transition experience. Though these 13 women came from four different service branches and ranged in ranks, their voices came together and their experiences became interwoven into four common themes. The first theme of my research was - "nontraditional transition route".

In my dissertation, I noted -  
"The military to civilian transition for many women is often an unplanned career experience. Several of the participants expressed an intent when they joined the service to have stayed in longer; however, they left the service earlier in their career due to family planning and obligations. They considered their transition to be a nontraditional one because they were not looking for



a job immediately after exiting the service; instead, some did not pursue employment opportunities until up to 4 years post service.”

While female veterans continue to be the fastest growing demographic in the veteran community, they are also one of the most under-researched demographics in current literature. The transition programs and resources are limited in their efforts and services to the female veteran population due to the lack of understanding the unique needs and challenges of our women in uniform and beyond. In addition, each female veteran has a variation of available resources and opportunities due to geographical allocation. In some places, the assistance is more readily available when compared to other areas. Community support and social support also varies greatly.

One of the biggest goals of the mission of VETS2INDUSTRY is to start ‘linking’ the existing resources, entities and organizations together to a one-stop, FREE resource library and repository of information. The main purpose of our mission is to provide information, education, and most importantly, HOPE, to our

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*“If you are a woman service member who will be transitioning in a “nontraditional transition” route, know that you are not alone!”*

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community. Much of what we do is through a virtual platform and our purpose is to put those resources that are out there ‘on the map.’ There are resources that can meet you where you are in your transition -whether you are pregnant, thinking of growing your family, or even four or more years past your actual transition date.

If you are a woman service member who will be transitioning in a “nontraditional transition” route, know that you are not alone! Thousands of female veterans have come before you and will come behind you who will make the choice to transition due to family planning and obligations. It is your decision, not your ‘excuse’. It is your reason. It is your right.

Do not struggle alone! Community and social support are out there! Start with VETS2INDUSTRY. Reach out, connect and seek a mentor. And remember, there is always HOPE!

## MILITARY SPOUSE LIFE - Leslie Coffey

### The Life of a Military Spouse

My name is Leslie Coffey, and I have been [a military spouse for 24 years](#). My journey begins at the ripe age of 14 when I first met my husband, Michael.

My husband and I met at our high school bus stop. He was a sophomore and I a freshman. After graduating high school, he asked for my hand in marriage. To be honest, neither of us knew what we were getting ourselves into. I was 19 years old, and I knew nothing about the military, military lifestyle, and especially being a military spouse. My introduction to military life was through the 2<sup>nd</sup> Ranger Battalion where my husband served as an Airborne Ranger for seven years.

In the Ranger Battalion, you are not allowed to travel outside a 60-mile radius



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*“My introduction to military life was through the 2<sup>nd</sup> Ranger Battalion where my husband served as an Airborne Ranger for seven years.”*


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of the unit because they have just 2 hours to report to the unit, get on a plane, and fly anywhere in the world. When the unit was alerted, spouses could go days, sometimes weeks without hearing from their Ranger. Often, we would not hear anything until they arrived back home in the middle of the night. This experience forced me to become [resourceful, adaptable, and resilient](#). I had to find a new social network that would become more like family than friends.

Over the next few years, I would have our first two children and transfer to seven universities to complete my undergrad. Being a military spouse, I was constantly forced to transfer to a new institution with each move losing money, but more importantly to me, losing valuable time. But with the [perseverance and plain grit that this lifestyle ingrains in each of us](#), I completed my undergrad with a Magna Cum Laude and walked the stage 5 months pregnant with our third child.

Although 2007 was an exciting year with the birth of our third and my graduation, it followed one of my toughest years as a military spouse. In 2006, my husband was 4 days from coming home from Iraq, and we were notified they would be extended for 120 days and would be sent from Mosul to Baghdad, which was the hotbed of the country at that time. Some soldiers were already on the ground and had to be sent back. Our unit sustained many casualties that deployment, to include the loss of my best friend’s husband.

The next year my husband deployed again and nine months later I gave birth with my husband on speaker phone from Iraq. Our fourth child was two



months old when Michael returned from war.

After a few years, we moved to El Paso, TX. I knew finding a position without being bilingual would be challenging. Therefore, I decided to pursue my MBA. I had four kids ranging from ages three to 15. The only time I had to concentrate on my studies was when my family was sleeping. To complete my studies, I pulled at least two all-nighters a week for nearly two years. Once I earned my degree, my expectation was offers would come flowing in because I had worked so hard to earn it but that was not the case.

This experience was a huge blow to my confidence, self-esteem, and self-worth. I knew I had to change my strategy, so I began volunteering with intent to network and show my skills. Eventually, volunteering afforded me the opportunity to open my own career center, a 28,000 sq. ft. facility. I cut the ribbon with the Mayor, built community and business partnerships, and had

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*“Both personally and professionally I have faced many hardships, but these challenges happen for us, not to us!”*

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nearly 300 clients, but two months later the Army called, and we had to move. This was the worst! Here I was and had finally landed the perfect position and I now I had to leave it behind. As difficult as it was, I have always vowed to never voluntarily be separated from my husband as the Army separates us enough involuntarily.

Currently, we are in our sixth move in the last eight years. Both personally and professionally I have [faced many hardships, but these challenges happen for us, not to us!](#) They make us who we are as military spouses. [We are fiercely independent because we manage such hefty responsibilities. We are problem-solvers, flexible, strong, open-minded, and culturally diverse.](#) We make the most of the time that we have with our significant other because we realize time is a gift, and it is precious. We have seen and done things we otherwise would not have that most of our families can't begin to fathom.

[Being a military spouse is unlike anything else in the civilian world,](#) but what I want you to know is that you are not alone. So please take a moment and reflect on all that you have accomplished, the adversities you have overcome, and take pride in being a military spouse knowing that what you do has fantastic enormous worth. Our crazy, wonderful military lifestyle does not get easier, you just get stronger.

Please know that if you are looking for a new social network that would treat you more like family than friends, Vet2Industry is happy to be that group for you.

#How\_Can\_We\_Help #Pay\_It\_Forward

## VETS2INDUSTRY

Want to know how to donate/  
volunteer (time, money, resources,  
etc)?

Want to know how to leave a  
testimonial?

Need help?

Find those answers by following  
the links to the right.

## V2I DONOR LOOKOUT

### **Amazon Smile**

VETS2INDUSTRY is now officially registered with AMAZONSMILE FOUNDATION. Just go to this link <https://lnkd.in/d9jAsEf>, add VETS2INDUSTRY as the charitable organization you want to support, and always use the [smile.amazon.com](https://smile.amazon.com) link when you are shopping on Amazon.

If you prefer to shop on the phone, check this link to find out how to set up AmazonSmile on the Amazon app [https://lnkd.in/dC\\_8miA](https://lnkd.in/dC_8miA)

### **Testimonials**

<https://forms.gle/AgmtKqsuucZvvN776>

### **Vets2Industry Website**

<https://vets2industry.com/>

### **Vets2Industry LinkedIn Group**

<https://www.linkedin.com/company/vets2industry/>

### **Vets2Industry Facebook Group**

<https://www.facebook.com/groups/vets2industrygroup/>

### **A How to Guide to Crush the V2I Virtual Networking Circuits**

<https://www.linkedin.com/pulse/how-guide-crush-v2i-virtual-networking-circuits-m-s-mba-candidate/>

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Fun section of motivational graphics and articles from the friends of V2I.

Keep an eye out for plenty of useful information and exciting informational graphics.

## V2I FRIENDS (FUN FACTS)

# 10 LESSONS AFTER 26 YEARS

**IDEAS TO HELP MAKE YOUR CAREER AND LIFE MORE SUCCESSFUL**

- ### 1 TAKE CARE OF YOURSELF

You need to take care of your own health, family, education and career first. Don't put off going to the doctor, attending family events, investing, or planning your education and career since no one else will. I learned much of this the hard way and wish that I would have paid more attention when a mentor shared this lesson with me early in my career. Take the time and ensure these items are aligned before problems become insurmountable.
- ### 2 KNOW WHAT'S IMPORTANT

There's always more to accomplish than time allows and attempting to do everything is a recipe for disaster and burnout. Goals and priorities allow you to focus on activities which have the greatest impact. Don't spend precious time and energy on things that don't matter. Identify, focus and accomplish what's most important first. Then go back and address additional tasks and activities that aren't priorities.
- ### 3 BE POSITIVE

Optimism is a force multiplier that can enable monumental accomplishment. It draws people towards your purpose while negative attitudes push them away. It can also disarm potential conflicts. Regardless of the situation, put on the face of optimism and move forward.
- ### 4 READ

One of the best ways to learn and expand your horizons is through reading. Books, magazines, journals and blogs are great sources of information. Find a few minutes each day or schedule a block of time each week, at minimum, to learn and grow through the ideas of others. If your schedule is so busy that you can't find the time to read, consider listening to a few audio books.
- ### 5 LISTEN

Don't confuse hearing, which is passive, with the active function of listening. Listening results in understanding and learning, which is critical to success. Supervisors, subordinates, instructors, peers, friends and families want you to listen - not just hear. Repeating the important points of a message is a great way to demonstrate that you were listening versus simply hearing what they said.
- ### 6 THINK

No situation is permanent and thinking is the first step to effecting change. Think about where you're at and what you want to accomplish. Military members are expected to follow direction, but they're still allowed to think. You don't have to voice or act upon individual thought, but don't lose the ability to think for yourself.
- ### 7 FOLLOW-THROUGH

Persistence and follow-through are critical to success. In turn, adversity is a part of life. Skills and judgement are developed based upon experience, which includes challenges and obstacles. Commit to your actions and what you tell others you'll accomplish. Not doing what you say erodes credibility and empowers resistance.
- ### 8 FOCUS ON RESULTS

Don't confuse activity with accomplishment since results are what matter. Effort and intent are important but irrelevant when positive results aren't achieved.
- ### 9 HAVE A MENTOR

Everyone should have at least one trusted advisor they can speak with, discuss ideas and seek council. The ideal situation is having several mentors, both inside and outside the military. If you're more senior, you should also be a mentor to others who need an honest sounding board and candid insights.
- ### 10 START PLANNING NOW

Decisions made while in uniform will have a major impact on your post-military life. Lifestyle, occupation, income and location are a few items to consider. And the sooner you begin thinking about your future, the clearer this becomes. Don't wait until the last minute and limit your options following the military.

Graphic courtesy of Brian Niswander from [Military-Transition.org](http://Military-Transition.org)

## VET2INDUSTRY Partners

Shout out to the V2I partners for being a part of our growing team.

These partners will only enhance our reach and availability to pair Veterans and their families with the needed resources.

We look forward to working with our partners and growing this partner list.

Make sure you check out our partner pages by clicking on the company logo's to see the services that are available.

## Partner Chat

### **Veteran Tax Credits** - Bridging the Gap Between Veterans and Employers

We proudly offer a system to connect Veterans seeking jobs to employers looking to hire quality candidates. Plus, by using our turnkey program to take advantage of the Veteran tax credits for hiring qualified candidates, businesses can reinvest those dollar for dollar tax credits back into their business.



### **Vetlign** - Intelligent Job Search That saves you time

Create a Profile and see the jobs you align to simply by entering your Branch, Rank and MOS automatically. It's the world's most advanced veteran employment application designed, developed and managed by veterans.



### **Op|ign** - Align in seconds and open all the opportunities around the world.

No more resumes, no more cover letters, no more never hearing back from a company you submit to. Just a 24/7/365 alignment engine working to find you every job you qualify for and want to see.



## VET2INDUSTRY Partners

Shout out to the V2I partners for being a part of our growing team.

These partners will only enhance our reach and availability to pair Veterans and their families with the needed resources.

We look forward to working with our partners and growing this partner list.

Make sure you check out our partner pages by clicking on the company logo's to see the services that are available.

## Partner Chat

### ***Blue Star Families***

Founded in 2009 by military spouses with you in mind, we empower military families to thrive by connecting them with their civilian neighbors – both people and organizations – to create strong communities of support.



### ***Andrew Vernon & Associates***

We will deliver positive outcomes to all who use our services, while continuously developing long term and compassionate relationships for a more informed and veteran centric experience.



### ***Still Serving Veterans***

To serve and honor Veterans and their families by empowering them to build meaningful lives through connections to fulfilling careers, benefits and services; and to proactively strengthen Veteran communities through leadership and collaboration.



## VETS2INDUSTRY

Frustrated due to the lack of a single-site repository of information available listing the 40,000+ Organizations (VSO's) and services that exist for veterans, the V2I team banded together and dedicated themselves to developing a one-stop shop for current and transitioning military members, their families, and veterans!

In this vision, VETS2INDUSTRY was born. A living website that will continuously update with new free resources, organizations, veteran-supporting companies, and benefits as they are created or discovered, all in order to keep the military population informed and well educated.

## V2I Foundation Overview

**V2I** was born to fulfill a pressing need for a single-site repository of information providing access to the vast number of Veteran Service Organizations (VSO) and countless other available military resources and benefits. The V2I all-volunteer team banded together and made it their mission to develop a living library of free resources, organizations, veteran-supportive companies and benefits for Service Members, Veterans and their Families.

**Mission** To match people with resources when they need them the most, by creating a single-site repository of information providing access to the extensive number of Veteran Service Organizations (VSOs) and other available military resources and benefits. We help establish connections, identify opportunities and, most importantly, gain **HOPE!** At V2I, it is all about **People First, Veterans Always!**

**Vision** To become the premier and most comprehensive information library of **free resources** for the Military and Veteran communities, and their families.

**Core Values** Our core values are the foundation of how we will operate as an organization. Living those values will have a direct correlation to our success, as well as to how we are regarded by our clients, partners and supporters. Our Core Values are: **Honesty, Selfless Service, Discipline and Integrity.**

[VETS2INDUSTRY Foundation Inc is a registered 501c3 nonprofit organization 84-3849037](#)



## RESOURCE CENTER OF THE MONTH

<https://www.companionsforheroes.org/> - Companions for Heroes (C4H) provides companion animals, companion dogs, and on a case-by-case basis, service dogs, obtained from shelters, rescues and humane societies, who might otherwise be euthanized, free of charge to active duty military personnel, military veterans, first responders, military spouses and children, and Gold Star Families recovering from the psychological challenges they suffered during service to our country.

<https://www.veterans.gov/milspouses/> - Many states have laws to make it easier for military spouses relocating from out of state to carry their occupational licenses to a new state. Use the map and license finder tool below to find out where to apply for an occupational license in a new state. You can search by occupation, job title, license name, or state agency.

<https://warriorcare.dodlive.mil/caregiver-resources/> - The Caregiver Resource Directory is designed to help empower military caregivers with information about national-level resources and programs specifically for them. Topics include: helplines, advocacy and benefit information, career transitions and employment, military caregiver support, children's needs, education and training, financial support, rest and relaxation, and others. See the Caregiver Resource Directory for an all-inclusive support list of resources at <https://warriorcare.dodlive.mil/files/2019/08/Caregiver-Directory-2019-Edition.pdf>

<https://www.togetherforthegood.org/> - Together For The Good Inc. is a veteran owned 501(c)(3) and Federal advocate service supporting Mental Health, Suicide Prevention, and Addiction Education for exclusively veterans and their families.

<https://www.linkedin.com/pulse/ultimate-linkedin-cheat-sheet-michael-quinn/> - Through LinkedIn, employers get the resume along with an understanding of the potential employee's network, mutual connections, online presence, endorsements, recommendations/referrals and their personal brand. Michael developed this "Cheat Sheet" to give everyone, regardless of social media experience, the ability to develop a personal brand and access the economic opportunity that LinkedIn provides.

<https://socialimpact.linkedin.com/programs/veterans> - As part of LinkedIn's commitment to help veterans and military spouses connect with available jobs across America, LinkedIn offers U.S. veterans and military spouses a free one-year Premium Careers subscription, including access to LinkedIn Learning.

<https://ivmf.syracuse.edu/programs/career-training/> - O2O is a free, comprehensive career skills program that provides civilian career training, professional certifications, and job placement support to transitioning service members, members of the selected reserves, veterans, and military spouses.

<https://www.commitfoundation.org/> - The COMMIT Foundation objective is to connect service members and veterans to a professional network that encourages them to widen their apertures and translate their cultivated professional skills to a meaningful career in the civilian sector. Our programs uniquely expose service members and veterans to opportunities they may never seek out due to a lack of information or confidence.

***Stay tuned for the next issue of The Round for additional free resources!!***